



## Terms of reference

### Consultancy to carry out the Strategic Plan mid-term review

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#### 1. End FGM European Network

The End FGM European Network (End FGM EU) is an umbrella network of 30 national organisations working in 14 European countries and who are expert on Female Genital Mutilation (FGM). End FGM EU operates as a meeting ground for communities, civil society organisations, decision-makers and other relevant actors at European level to interact, cooperate and join forces to end all forms of FGM in Europe and beyond. We put at the heart of our work grassroots voices to influence European governments and policy-makers to work towards the elimination of FGM. We build our members' capacity, offer spaces to share expertise and develop partnerships.

While being dedicated to being the driving force of the European movement to end FGM, we are equally committed to build bridges and cooperation with all relevant actors in the field of FGM both in Europe and globally. In this sense, we actively promote and foster cooperation between the European movement and movements in other regions of the world.

#### 2. End FGM EU Strategic Plan 2018-2022

In 2017, End FGM EU completed a new five-year [Strategic Plan](#). It was developed over a 12-month period, based on consultation and discussion with Network Members. The Strategic Plan prioritises 3 main areas:

- Ensure a European, coordinated and human rights based and child focused approach to end FGM;
- Build bridges between relevant actors and countries to end FGM;
- Strengthen the European movement to end FGM.

In 2018, the Network developed a multiannual Monitoring & Evaluation (M&E) framework to monitor the impact of its work and ensure that all its activities are measured against the advancement of the Strategic Plan, and that they are aligned with, and driven by the plan.

In 2020, the Network is in the middle of the implementation of the Strategic Plan and it is important to assess its impact towards achieving the 8 key Strategic Objectives falling under the 3 Priorities outlined above.

### 3. Purpose and scope of service

The aim of this consultancy is twofold. On the one hand, to measure the overall performance of the Network against its result framework and its alignment with the implementation of the Strategic Plan. On the other hand, to review and provide suggestions where appropriate on improving the Network's impact to achieve its Strategic Objectives.

It is expected that the consultant will undertake the following tasks:

1. Review: Review the performance of the Network against the End FGM EU Strategic Plan 2018-2022 and the respective End FGM EU Results Framework;
2. Consultation: Consult with Network staff, Board and selection of members to discuss their views on the overall impact and performance of the Network against its Strategic Plan;
3. Analyse and advise:
  - i. Analyse and advise on the aspects of the End FGM EU work that work well and should continue in the next couple of years to meet the Network Strategic Objectives;
  - ii. Analyse and advise on the aspects of the End FGM EU work that do not work well and should be strengthened;
  - iii. Analyse and advise on the aspects of the End FGM EU work that did not work well and should be discontinued;
  - iv. Analyse and advise on most and least successful ways of working to achieve the Strategic Plan by identifying concrete good and bad practices and provide concrete suggestions on how to move forward.
4. Overview report: Draft and submit an analysis of the mid-term impact of End FGM EU against its Strategic Plan 2018-2022 and provide concrete ways forward to achieve the desired impact on all 8 Strategic Objectives by 2022.

### 4. Expected Deliverables

The service will be considered completed upon successful accomplishment of a written report on the mid-term impact of End FGM EU against its Strategic Plan 2018-2022 with concrete ways forward to achieve the desired impact on all 8 Strategic Objectives by 2022.

### 5. Timeframe

The assignment shall start on the day of the last signature of the contract and shall be completed **by 15 November 2020**.

### 6. Eligibility criteria

End FGM EU is seeking proposals from individuals with at least 5 years of proven successful experience in the design and evaluation of organisational impact in the field of women rights and/or violence against women (VAW).

Knowledge and experience in one or more of the following areas is considered essential:

- Organisational Management skills with experience in conducting organisational reviews;
- Experience in Planning, Budgeting, Programme and Strategy Development Processes;
- Excellent analytical and report writing skills;
- Knowledge of the EU non-profit sector;
- Knowledge of VAWG, gender issues;

- Expertise in evaluating impact of NGOs;
- Expertise in working with membership organisations;
- Knowledge of EU institutions and decision and policy-making processes.

Knowledge and experience of FGM and of key policy and legal instruments related to FGM in the EU and international context are an asset.

The applicant must not have any personal or capital involvement with End FGM EU.

#### Language requirements

Applicants must be proficient in English, particularly in writing.

#### Selection procedure

Participation in this procedure is open on equal terms to all natural and legal persons fulfilling the abovementioned eligibility criteria and language requirements.

The selection will be done based on expertise (75%) and price (25%).

All applicants will receive acknowledgement of receipt of their proposal and will be informed of the outcomes of the selection process by email within seven working days following the deadline date.

## **7. Proposal submission**

To be considered for this service, the applicant with the required profile shall submit the following documents in English:

- CV
- Cover letter including detailed budget and examples of similar previous work
- 3 references with full contact details

**The proposal needs to be submitted electronically in English to [awidegren@endfgm.eu](mailto:awidegren@endfgm.eu) by **10 August 2020****

In case of any queries, please address them to [info@endfgm.eu](mailto:info@endfgm.eu)